

November 5, 2012

LOS ANGELES UNIFIED SCHOOL DISTRICT
Office of the Chief Operating Officer
COMMISSION ON HUMAN RELATIONS, DIVERSITY AND EQUITY

Monday, November 5, 2012

Blue Room
333 S. Beaudry Ave. Room 122
Los Angeles, CA 90017

Meeting Agenda
6:00 p.m. – 8:00 p.m.

- Call to Order
- Roll Call
- Approval of Minutes October 2012
- Commissioners' Reports and Areas of Concerns
- Committee Reports
- Old Business
- New Business
 - LAUSD and LA Gay & Lesbian Center partnership
- Public Comment (2-minutes)
- Next Steps
- Adjournment

UPCOMING MEETINGS:

First Monday of the month, 6-8 pm

2012: December 3

2013: January 7, February 4, March 4, April 1, May 6, June 3

333 South Beaudry Ave., Los Angeles, 90017
Blue Room (Adjacent to the first floor Board Room)

LOS ANGELES UNIFIED SCHOOL DISTRICT
Office of the Chief Operating Officer
Human Relations Diversity and Equity

Commission on Human Relations
RECORD OF DISCUSSIONS
Monday, November 5, 2012

333 S. Beaudry Avenue
Los Angeles, CA 90017

PRESENT

Figel, Cathy	UTLA
Germaine Watts, Joyce	selected
Givens, Dermot	LaMotte (1)
Greene, David	Vladovic (7)
Jacobs, Lloyd Bud	Superintendent
Jones, Erika	Zimmer (4)
LeMay, Beverly	selected
Loya, Ric	Keyser (5)
Semark, Doug	selected
Vega-Olds, Eva	selected/ADL
Wittig, Michele	Martinez (6)

STAFF

Chiasson, Judy

GUESTS

House, Mel	UTLA
Miranda, Maria	UTLA

ABSENT

Abelsson, Mark	selected
Alba, Dan	selected
De la Rosa, Gary	selected
Narcho, Charles	selected
Toma, Robin	LACoHRC
Salazar, Gerardo	AALA
Slamon, Obie	Galatzan

VACANT

LACOE
Garcia (2)
SIEU

Quorum was met and the meeting opened at 6:15 pm.

Minutes for October were approved.

Presentations from Working Groups

Promising Practices – Robin Toma (chair), Eva Vega Olds, Joyce Germaine Watts, Charles Narcho, Obie Slamon & Gary de la Rosa, Doug Semark

Handout notes of the “Promising Practices Committee” were distributed and reviewed by Doug Semark, including creating and posting promising practices, not necessarily best practices, evidence-based, or research-based practices. (See Handout 1, attached).

Bullying and bias – Eva Vega Olds (chair), Beverly LeMay
Will join the LA City HR Commission’s Anti Bullying Coalition

Eva presented information about the annual CyberCrime Prevention F8 conference.
Wants to populate attendance next year with more LAUSD student attendance.
Bud wants to develop a rubric by which applicants can be evaluated

Human Relations Award - Bud Jacobs (chair), Erika Jones

Discussed expanding it to elementary and middle schools

Erika has background in evaluating applications and offered to review submissions.

Erika will join the committee.

Cathy suggested that the winning secondary schools work with their feeder schools
(See Handout 2 attached)

Consent Decree – changed its name to Agreement to Resolve committee

Ric Loya, Michele Wittig, Cathy Figel, Joyce Germaine Watts (chair)

Expanded the work group to include Mel House, Maria Miranda and Daisy Esqueda.

Also hope to bring in parents, students and Mark Abellsson's CSUN graduate students.

May wish to tap into the \$6 million to create cultural competency and classroom management professional developments

Will seek funding to support the work groups and the professional developments

Discussed the process by which OCR reviews complaints

Commission would like Earl Perkins (or his designee) to meet with representative from the subcommittee in anticipation of possibly inviting him to attend the January meeting. David will submit the inquiries for Earl to address. Joyce will contact Judy to arrange an appointment with Earl.

Discussed the challenge of having the same people who create the problem put in charge of solving the problem.

Misc. comments

Mel House commented on pervasive bullying with staff as targets

Cathy Figel feels that new administrators should be apprised of any history of allegations of discrimination by employees on the site.

Announcements:

- November 7, LA City Town Hall on bullying
- Series of Student Discipline Seminars at each of the ESCs. 6-8 pm:
 - Thursday, November 8 at ESC West, Webster MS
 - Wednesday, November 14, ESC East, Bravo Medical Center
 - Thursday, November 15, ESC North, Mulholland MS
 - Thursday, November 26, ESC East, San Pedro HS
 - Monday, December 3, ESC South, Bell HS

Handouts:

- October 2012 minutes
- Promising Practices Committee notes
- Human Relations Awards Committee notes

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Action Items

- Ask Maria Casillas to nominate a parent with a child who is actively enrolled in the district
- Reach out to board president García who has a vacancy

approved

HANDOUT 1

LAUSD Commission on Human Relations, Diversity and Educational Equity

Promising Practices Committee

Notes of meeting, Friday, 10-26-12, 2 p.m. via conference call/WebEx

Present: Robin, Doug

Below is a proposed goal for the committee, originally drafted by Robin, with changes arising out of the discussion with Doug (specifically, the definition of promising practices, and the idea of requiring awards to spread their program to another school).

Proposed Goal: Develop and recommend for adoption to the Commission that the LAUSD create a website that would serve as a promising human relations practices resource page, for both the internal and external websites of the LAUSD.

Definition of "Promising Practices": Practices, programs, or projects which demonstrate promise in, and are effective at, bringing about the intended changes. These include but are not limited to "best practices" or "evidence-based practices." Having some evidence that the program has been effective is valued. But use of the term "promising practices" recognizes that at this point in the development of the field, many effective and promising human relations practices have not enjoyed the resources and support necessary to do extensive third-party independent evaluations that are published in peer-reviewed, referee journals.

1. The listed resources would bring together existing and new resources (weblinks, written materials such as handouts, curriculum, videos, books, organizations, etc.) that address the multiple dimensions of our Commission's issues for all school stakeholders (students, teachers, administrators, parents, community), including:

- -Cultural proficiency and other culturally respectful strategies and tools for addressing educational inequities
- -Anti-prejudice and pro-solidarity/ally tools and strategies (e.g., No Haters Here initiative)
- -Non-violence and conflict management curricula and strategies (such as tools and resources to implement existing LAUSD policies and priorities, such as Positive Behavior Supports, Second Step, etc.
- -Bullying, especially cyber-bullying
- -Building Sustainable Partnerships with community (non-profits, faith orgs, etc.) and other governmental organizations (county and city governments) as part of building community schools

2. The resources would include those identified through our Commission Awards process, and via other committees. Given the problem of many effective practices that remain isolated at their original site and are never replicated, our Awards could help to disseminate the practices by requiring that the awardees spread their program to other schools (e.g., at least 1 school in the first year, and 2 in the next, etc.)
3. This website would cite with clarity and details the human relations practices from within LAUSD and beyond, so that interested teachers, administrators, parents and students can help themselves in accessing resources.
4. The website would be maintained by the Office of HR, Div and Equity (additional staff could be sought for this function)

Approved

HANDOUT 2

LAUSD Human Relations, Diversity and Equity Commission
November 6, 2012
Proposal from Commissioner Bud Jacobs

The Human Relations Commission should have its HRDE End of the Year Award given to the top schools/students who have been identified by the Promising Practices Committee as having implemented a program or event best aligned to the mission of the organization. Therefore, the HRDE awards committee should be embedded in the Promising Practices Committee to better align the work of identifying and awarding the best practices across the district. By aligning the two, a wider range of programs and events can be identified and nominated by a larger group of individuals. A rubric that identifies desirable characteristics of an exemplary program can also be developed and will generate a higher quality of awardee.

A Proposed Timeline

- November Develop a Promising Practices Rubric that will mirror the criteria for the end of the year award
- December 1 Finalize nomination form
- December/January Present to High School Principals
 Present to High School SB Presidents and Advisors
 Present to Local District Superintendents
 Present to Board Members
- January-May 15 Solicit Nominations
- May 15-June 1 Evaluate Nominations and Select Exemplary Programs
- June Reception Before Board Meeting for schools
 Presentation to the Board

Throughout the year funding will be sought to award each winning school.

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